



Do It Right, Do It Now!

Services from The Grange

Delaware HR Support Services

Services for Small Insurance Brokers & HR Service Providers

Competing with larger firms isn't about size; it's about strategic partnerships that add value. Like Washington crossing the Delaware River against overwhelming odds, at The Grange, we believe small B2B can compete and win by expanding their client offerings without expanding overhead.

As a small insurance broker, payroll provider, or business service firm, your clients rely on you to handle their essential business needs. But what if you could offer them HR support, compliance guidance, and employee relations consulting without the overhead of an in-house HR team?

With The Grange, you can.

We partner with small and mid-sized B2B service providers to help them expand their offerings by adding HR consulting as a value-added service. Now, you can provide clients with expert HR support while maintaining your core focus

We integrate with your existing services, allowing you to:

Provide clients with 30-minute HR consultations for compliance issues, employee relations, and workforce management

Offer additional specialized and customized HR support at competitive rates

Help clients navigate complex regulations like FMLA, ADA, and EEOC for HR compliance and risk management.

Support the development of competitive employee benefits packages while ensuring compliance with labor laws

By partnering with The Grange, you:

- Differentiate your business and stand out from competitors by providing HR compliance and employee relations support.
- Expand Your Services by adding HR consulting to strengthen your client relationships.
- Increase retention by addressing more clients' pain points.
- Deliver expert HR services to your clients without hiring an in-house HR team.



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Frequently Asked Questions (FAQ's)

1. How can The Grange help my business offer HR consulting services?

We partner with small insurance brokers and B2B service providers to seamlessly add HR support to their offerings. This allows you to provide HR compliance, employee relations, and workforce management consulting to your clients without hiring an in-house HR team.

2. What types of HR support can my clients access?

Your clients receive 30 minutes of HR consulting (per incident), compliance guidance (FMLA, ADA, EEOC, etc.), employee benefits strategy, workforce policies, and more at no charge. Additional support can be purchased as needed.

3. How does pricing work for HR support?

Our annual contract, paid monthly, is with you. We charge a flat rate based on the number of clients eligible for the service. Some clients may use the service weekly and others only a few times a year, but your cost stays level throughout the year. We offer flexible pricing plans, depending on the number of clients in the program. Clients may purchase additional hours of consulting at a 20% discount. This ensures your clients get the right level of support for their needs.

4. How does this help my business grow?

By expanding your service offerings, you can differentiate yourself from competitors, increase client retention, and attract new businesses looking for comprehensive support.

5. Can my clients customize their HR support?

Yes! Whether they need help with compliance, employee relations, or benefits strategy, we tailor our support to their specific needs.

6. What is the Cost?

The Grange will negotiate an annual rate per client with you. The higher the number of clients the Cheaper per client The Grange Can make it.

Let's Get Started Today!



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In the Grange: About Us

The Grange Strategic HR Consulting was founded with the vision of bringing the incredible power of value-driven cultures to small businesses. In an increasingly complex business environment, American companies can no longer rely on brilliant managers alone to solve every problem. Too many decisions need to be made too quickly for a small group of leaders to handle it all. Every employee must be a problem solver, capable of evaluating opportunities and finding the best path forward for the company. In short, every employee must contribute to the company's sustained growth.

In the early 2000s, CEOs of companies of all sizes depended on HR professionals to keep them compliant with the ever-growing regulatory landscape. But by 2010, mere compliance was no longer enough. Companies that only stayed within the boundaries of the law were falling behind their competitors.

By 2016, it became clear that companies with dynamic, problem-solving, and engaged cultures were outperforming others. Industry leaders like Google, Zappos, Qualtrics, and BambooHR raised the bar for cultural performance, integrating new generations of employees with ease while their competitors struggled to keep up.

As Tony Benjamin worked in the HR profession, he saw small employers struggling to integrate Millennials, and later Gen Z, into outdated business practices that hindered even the most forward-thinking companies. He also noticed that HR professionals were being increasingly sidelined by their more technical colleagues, growing dissatisfied with their roles as cost centers within organizations. HR was tolerated, but rarely valued, and professionals in the field were tired of reading articles like *"Why We Hate HR"* in *Fast Company*. They wanted a seat at the table.

Encouraged by a few visionary thinkers in the HR field, Tony began to develop a way for small companies to cultivate the same kind of innovative cultures driving some of the world's most successful companies. He realized that the key starts with defining the vision behind every great company and recognizing that policies, procedures, benefits, and perks are simply tools in the hands of skilled leaders.

The Grange is named after Alexander Hamilton's home in New York. It was from the Grange that most of his best ideas bloomed, took shape, and took flight. The Grange's vision is to "Create Prosperity by revolutionizing the Human Resources function in American Business."



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Call us at **(435) 817-7695**



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